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American Ex-Prisoners
of War
American Legion
AMVETS
Association of the United
States Army
Disabled American
Veterans
Fleet Reserve
Association
Korean War Veterans
Association
Legion of Valor of the
U.S., Inc.
Marine Corps League
Military Order of the
Purple Heart
Military Officers
Association of America
Military Order of the
World Wars
National Association for
Uniformed Services
Navy Seabee Veterans of
America
Non-Commissioned
Officers Association
Paralyzed Veterans of
America
Reserve Officers
Association
Roanoke Valley Veterans
Council
Veterans of Foreign Wars
Vietnam Veterans of
America
Virginia National Guard
Association
Women Marines
Association*

Adopted
July 11, 2012

COMMONWEALTH OF VIRGINIA JOINT LEADERSHIP COUNCIL OF VETERANS SERVICE ORGANIZATIONS

2013 Position Paper Business Incentives for Hiring Veterans

1. **Objective:** To encourage businesses to hire veterans and both take them off of unemployment and have jobs ready for veterans when they leave the military.
2. **Background:**
 - The jobless rate for veterans who were in the service following September 11, 2001 was 12.1 percent last year, up from 11.5 percent in 2010 according to the Department of Defense. This far exceeds the employment rate for nonveterans for the same periods.
 - Virginia is home to approximately 823,000 veterans, of whom about 301,600 are from the period following September 11, 2001. Of these, approximately 36,500 are unemployed.
 - The focus of efforts to get veterans employed has been educating them regarding their qualifications and how to find jobs. Veterans are helped by the Virginia Employment Commission's Virginia Workforce Connection website that assists veterans in stating their significant qualifications.
 - The Virginia Workforce Connection also is designed to help employers to find the type of veteran they are seeking to employ. However, in reality most employers and their human relations personnel do not understand the qualities veterans possess and may be put off by anecdotal media pursuit of veterans with problems. Therefore, they do not understand that hiring veterans can lead to stronger businesses.
 - One approach has been to offer tax incentives or credits for businesses to hire veterans. However, recently Virginia has been criticized for having no handle on the tax incentives that have reduced general fund revenues and contributed to budget constraints. Over a dozen bills offering tax incentives, including two for hiring veterans (HB1041 and 1050), were continued to 2013 pending the results of a comprehensive review of tax credits and their productivity.
 - Another evolving approach is to educate employers and their human relations staff regarding the benefits veterans possess. In that way, employers would be seeking veterans rather than placing them with all potential employees.
3. **Discussion:** Virginia should do everything in its power to transform those who have been defending our liberties into productive workers who can strengthen its economy. Employment incentives through education and tax credits should be pursued to this end.
4. **Recommendation:** That the Governor and General Assembly adopt legislation that will support hiring veterans, particularly those who have served during the past decade.